



Evaluation Summaries

Evaluation: Promoting Gender Equality and Decent Work throughout all stages of life

Quick Facts

Country: Tanzania mainland and Zanzibar

Final Evaluation: December 2005

Mode of Evaluation: independent

Technical Area: Gender

Evaluation Management: Africa

Evaluation Team: Eve Hall and Mebo Mwaniki

Project Start: March 2004

Project End: April 2006

Project Code: RAF/04/54/NET

Donor: Netherlands (US\$ 800,000)

Keywords: family support mechanisms, gender equality, decent work, gender mainstreaming

Background & Context

Project Background: The project “Promoting Gender Equality and Decent Work throughout all stages of Life” is an ILO Technical Cooperation Resource Allocation Mechanism (TC-RAM) project funded by the Dutch Government. The project grew out of an earlier two-year project, which promoted the linkages between women’s employment and the reduction of child labour. The outcome of the initial project demonstrated that the socio-economic empowerment of poor working mothers leads to improvements in overall family welfare, increased opportunities for children’s education and a reduction in child labour. The current project uses a life cycle approach, recognizing that poverty is likely to be passed on from one generation to another, and aims at improving the welfare of poor

families through the promotion of more and better jobs for women, which in turn leads to a reduction in child labour and facilitates education for children. The project is being implemented by the Area Office of the ILO, with technical backstopping from the Gender Bureau and the Employment Strategy Unit in ILO HQ Geneva.

The project concentrated its work around four immediate objectives:

1. To have promoted women workers’ rights and enhanced awareness by constituents of Fundamental Principles and Rights at Work.
2. To have demonstrated that women’s socio-economic empowerment contributes directly to increased opportunities for children’s education and reduction in child labour.
3. To have facilitated the school-to-work transition of selected groups of young men and women.
4. To have contributed to knowledge exchange, enhancement and dissemination of the policy and programme implications and practical tools for implementing a life cycle approach to gender equality, decent work and poverty reduction.

Evaluation Context: The evaluation looked at the project impact on direct and indirect beneficiaries, and examined the effectiveness, relevance, efficiency and sustainability of the project by using performance indicators. The evaluation should also assess the impact and delivery of the project, and its viability and

replicability. In addition, the evaluation gives recommendations and draws lessons from the project's implementation for future programmes and projects of similar nature.

The methodology of the evaluation included a desk review of project related documents and material, field visits and interviews with beneficiaries and key stakeholders. The evaluation also included direct observation of ongoing trainings and activities and discussions with project implementing partners. Overall, the evaluation took a participatory approach, involving the project beneficiaries.

Main Findings & Conclusions

The project has mainstreamed gender in all its activities, by taking into account women's multiple roles and vulnerability when designing the project activities. This has in turn created responsiveness among municipalities and districts, that local government should integrate gender awareness in their strategic planning, if they are to address poverty reduction.

As a result of project intervention, employers have acknowledged that women workers' productivity can be positively influenced by mainstreaming family support mechanisms at work places, specifically by providing day care centres for their women workers.

The project has particular relevance to the national efforts for poverty reduction as defined in the National Strategy for Growth and Poverty Reduction and the Tanzanian Development Vision 2025. Therefore, the project is a good example of a gender specific project that fits well within both Government policy and the ILO's goals of gender mainstreaming.

In a long-term perspective, the sustainability of the project seems promising. This is above all due to a possible integration and transformation of the project into a national programme within the National Strategy for Growth and Poverty Reduction. In a short-term perspective though, it is not yet clear what machinery can be put in place to ensure

that the gains and efforts of so many project actors are not lost.

The project has achieved commendable results and provides a model for gender mainstreaming and poverty reduction. It has built on past efforts to empower and mobilize more than 2000 resource-poor women, who have been given the opportunity to acquire new knowledge and skills, and to gain visibility in their communities.

Generally, it can be said that the project has been on target with most of its activities and has broadly achieved three of its immediate objectives, the exception being the facilitation of the school-to-work transition. There is no disparity between the numbers of beneficiaries that the project planned to reach and those the project did reach, but one major element of the project, the revolving loan fund, operated by the Akiba Commercial Bank, has been at a standstill since March 2005 and therefore hindered access to credit by beneficiaries. No plan has yet been put into place to institutionalize the project's activities and ensure continuation and sustainability once the project ends.

In conclusion, the project has demonstrated that by mainstreaming gender equality decent work issues, poverty reduction is directly addressed.

Recommendations & Lessons Learned

Recommendations: A strong recommendation is to ensure an exit strategy, for the operation of the revolving loan fund and the ownership of the loan guarantee fund once the project closes.

Ways and means should be explored to investigate the possibility of forming an umbrella mechanism consisting of the "Savings and Credit Cooperative Society" (SACCOS) established by the project. The departments of Cooperatives in the districts should also continue to provide training and organizational support to the SACCOS to ensure continuation after project closure.

Trade unions should replicate the activities of the project to assist women workers in all

sectors to have access to day care centres for their children.

Lessons Learned: The project has demonstrated that an integrated approach is needed to address poverty reduction.

A direct linkage between empowering women and the provision of basic education for children and reduction of child labour has been demonstrated by the project. By doing so, the project has addressed the Millennium Development Goals of reducing extreme poverty and hunger, achieving universal primary education, promoting gender equality and the empowerment of women through using a life-cycle approach to Decent Work.

The project has shown that local government authorities, particularly the District or the Municipality level, are most effective points of entry to reach communities for poverty reduction interventions.

Sub-contracting local NGO's, working at the community level, has added value to the project. It has enabled the project to reach the communities, increase ownership, and build on the capacities of the NGO's themselves.